

SENATE BILL REPORT

SSB 5118

As Passed Senate, March 8, 2007

Title: An act relating to developing sexual harassment policies, procedures, and mandatory training for all state employees.

Brief Description: Developing sexual harassment policies, procedures, and mandatory training for all state employees.

Sponsors: Senate Committee on Labor, Commerce, Research & Development (originally sponsored by Senators Kohl-Welles, Brandland, Keiser, Murray, Prentice, McAuliffe, Marr and Shin).

Brief History:

Committee Activity: Labor, Commerce, Research & Development: 1/22/07, 1/25/07 [DPS].

Passed Senate: 3/08/07, 47-0.

SENATE COMMITTEE ON LABOR, COMMERCE, RESEARCH & DEVELOPMENT

Majority Report: That Substitute Senate Bill No. 5118 be substituted therefor, and the substitute bill do pass.

Signed by Senators Kohl-Welles, Chair; Keiser, Vice Chair; Clements, Ranking Minority Member; Franklin and Holmquist.

Staff: Sherry McNamara (786-7402)

Background: Sexual harassment is a form of discrimination and is an unlawful employer practice under RCW 49.60 Washington Law Against Discrimination (WLAD), and Title VII of the Civil Rights Act of 1964.

In 1989, then Governor Gardner issued Executive Order 89-01, which stated that it is the public policy of the state to provide and maintain a working environment free from sexual harassment for its employees and all citizens participating in state programs.

The Executive Order requires all state agencies to maintain policy statements on sexual harassment, conduct training and education for all employees, and respond promptly and effectively to sexual harassment concerns.

The Executive Order also requires the Department of Personnel to incorporate into its Affirmative Action Program Guidelines criteria addressing compliance with this Executive Order.

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.

Summary of Bill: The existing Executive Order 89-01 on Sexual Harassment for state agencies is codified. The Department of Personnel is required to develop rules establishing guidelines on policies, procedures, reporting, and mandatory training for all state agencies to comply with this act. The cost of the mandatory training is to be covered by the state agencies within their existing resources.

Appropriation: None.

Fiscal Note: Available.

Committee/Commission/Task Force Created: No.

Effective Date: Ninety days after adjournment of the session in which bill is passed.

Staff Summary of Public Testimony: None.

Persons Testifying: No one.